Hereford Football Club Safeguarding Children and Young People Policy and Procedure

Safeguarding Policy Statement

Every child or young person, defined as any person under the age of 18, who plays or participates in sport should be able to take part in an enjoyable and safe environment and be protected from abuse. This is the responsibility of every adult involved in sport.

Hereford Football Club has a moral and legal responsibility to ensure duty of care in safeguarding all children involved in its activities from possible harm. The welfare of children and young people accessing any provisions is paramount.

All children have a right to protection, regardless of their age, gender, disability, culture, language, racial origin, religious beliefs or sexual orientation.

Hereford Football Club will ensure the safety and protection of all children involved in their activities through adherence to the safeguarding guidelines adopted by the club.

Policy Aims

The aim of Hereford Football Club's Children and Young People's Safeguarding Policy is to promote good practice by:

- Establishing and maintaining an environment where children and young people feel happy, safe and secure
- Providing children and young people with appropriate safety and protection whilst in the care of the club
- Provide appropriate training so that all staff/volunteers can make informed and confident responses to specific child protection issues
- All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately

Hereford Football Club subscribes to The Football Association's (The FA) Safeguarding Children – Policy and Procedures and endorse and adopt the Policy Statement contained in that document.

The key principles of The FA Safeguarding Children Policy are that:

• the child/young persons' welfare is, and must always be, the paramount consideration

• all children and young people have a right to be protected from abuse regardless of their age, gender, disability, race, sexual orientation, faith or belief

• all suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately, working in partnership with other organisations, children and young people and their parents/carers is essential

We acknowledge that every child or young person who plays or participates in activities should be able to take part in an enjoyable and safe environment and be protected from poor practice and abuse. Hereford Football Club recognises that this is the responsibility of every adult involved, in a paid or volunteer capacity, or under the guidance of someone paid or in a volunteer capacity, whilst engaged in Hereford FC led activities.

Hereford Football Club has a role to play in safeguarding the welfare of all children and young people by protecting them from physical, sexual or emotional harm and from neglect or bullying. It is noted and accepted that The Football Association's Safeguarding Children Regulations (see The FA Handbook) applies to everyone in football whether in a paid or unpaid capacity including volunteers, match officials, helpers on club tours/outings, football coaches, club officials or medical staff.

What is Child Abuse?

Abuse and neglect are forms of maltreatment of a child. Someone may abuse or neglect a child by inflicting harm, or by failing to prevent harm. Children may be abused in a family or in an institutional or community setting, by those known to them or, more rarely, by a stranger. They may be abused by an adult or adults, or another child or children.

The 'Working Together to Safeguard Children' guidance published by the Government defines four categories of abuse as follows:

- Physical Abuse. This may involve hitting, shaking, throwing, poisoning, burning or scalding, drowning, suffocating, or otherwise causing physical harm to a child. Physical harm may also be caused when a parent or carer fabricates the symptoms of, or deliberately induces illness in a child.

- Emotional Abuse. This is the persistent emotional maltreatment of a child such as to cause severe and persistent adverse effects on the child's emotional development. It may involve conveying to a child that they are worthless, unloved or inadequate. It may involve bullying, causing children to feel frightened or in danger.

- Sexual Abuse. This type of abuse involves forcing or enticing a child to take part in sexual activities, whether or not the child is aware of what is happening. It may include non-contact activities involving children in looking at or be involved in sexual online images and or encouraging children to behave in sexually inappropriate ways.

- Neglect**.** This is the persistent failure to meet a child's basic physical and or psychological needs, likely to result in the serious impairment to the child's health

and development. It can include failing to provide adequate food, clothing and shelter, adequate supervision or failing to provide medical help when needed.

Safe Recruitment

Hereford Football Club endorses and adopts The FA's Responsible Recruitment guidelines for recruiting volunteers who come into contact with children and young people and the club will where appropriate:

• specify what the role is and what tasks it involves

• request identification documents

• as a minimum meet and chat with the applicant(s) and where possible interview people before appointing them

• ask for and follow up with 2 references before appointment

• where eligible require an FA accepted Enhanced Criminal Record Check (CRC) with Barring List Check in line with current FA policy and regulations.

All current Hereford Football Club staff/volunteers, in eligible roles with children and young people - such as managers and coaches are required to hold an in-date FA accepted Enhanced CRC with Barring List check as part of responsible recruitment practice

If there are concerns regarding the appropriateness of an individual who is already involved or who has approached the club to become part of it, guidance will be sought from The Football Association. It is noted and accepted that The FA will consider the relevance and significance of the information obtained via the DBS Process and that all suitability decisions will be made in accordance with legislation and in the best interests of children and young people.

It is accepted that The FA aims to prevent people with a history of relevant and significant offending from having contact with children or young people and the opportunity to influence policies or practice with children or young people. This is to prevent direct sexual or physical harm to children and to minimise the risk of 'grooming' within football.

Hereford Football Club supports The FA's Whistle Blowing Policy. Any adult or young person with concerns about an adult in a position of trust with football can 'whistle blow' by contacting The FA Safeguarding Team on 0800 169 1863, by writing to The FA Case Manager at The Football Association, Wembley Stadium, PO Box 1966, London SW1P 9EQ, by emailing Safeguarding@TheFA.com or alternatively by going direct to the Police, Children's Social Care or the NSPCC. Hereford Football Club encourages everyone to know about The FA's Whistle Blowing Policy and to utilise it if necessary.

Hereford Football Club has appointed a Club Welfare Officer in line with The FA's role profile and required completion of the Safeguarding Children and Welfare Officers Workshop. The Club Welfare Officer is the first point of contact regarding

concerns about the welfare of any child or young person. The Club Welfare Officer will liaise directly with the County FA (CFA) Welfare Officer and will be familiar with the procedures for referring any concerns. They will also play a proactive role in increasing awareness of Respect, poor practice and abuse amongst everyone involved in the club.

Hereford Football Club acknowledges and endorses The FA's identification of bullying as a category of abuse. Bullying of any kind is not acceptable at the club. If bullying does occur, all players or parents/carers should be able to tell and know that incidents will be dealt with promptly. Incidents need to be reported to the Club Welfare Officer, in cases of serious bullying the County FA Welfare Officer may be contacted.

Respect codes of conduct for Players, Parents/ Spectators, Officials and Coaches have been implemented by Hereford Football Club. In order to validate these Respect codes of conduct the club has clear actions it will take regarding repeated or serious misconduct at club level and acknowledges the possibility of potential sanctions which may be implemented by the County FA in more serious circumstances.

Hereford Football Club Safeguarding Procedures

Reporting your concerns about the welfare of a child or young person. Safeguarding is everyone's responsibility, if you are worried about a child it is important that you report your concerns – **no action is not an option**. Your role is purely to report your concerns, you must not investigate or challenge the alleged perpetrator.

- If you are worried about a child, then you need to report your concerns to the Club Welfare Officer. If you consider there to be an immediate danger call **999** for police or ambulance
- If the issue is one of poor practice the Club Welfare Officer will either deal with the matter themselves or seek advice from the HFA Welfare Officer
- If the concern is more serious – possible child abuse, immediately contact the Police or Children's Social Care (numbers below) advising the Club Welfare Officer that you have done so
- If the child needs immediate medical treatment call an ambulance and tell them this is a child protection concern. Let your Club Welfare Officer know what action you have taken
- If at any time you are not able to contact your Club Welfare Officer or the matter is clearly serious then you can either contact the HFA Welfare Officer directly, contact The FA Safeguarding Team, contact the Police or Children's Services, call the NSPCC 24 hour Helpline for advice. Full contact details are provided at the end of this policy.
- If you are not sure which is the right course of action contact the Club Welfare Officer for advice/support

Contact details

Hereford FC Welfare Officer – Ruth Walkden rwalkden@herefordfc.co.uk **07711 594932**

Herefordshire FA Welfare Officer – Anna Thomasson Anna.Thomasson@herefordshirefa.com **07555 754314**

Police Emergency **999**

Police non-emergency **101**

Herefordshire Children's Services (Office Hours): **01432 260800**

Out of Hours Emergency Duty team: **01905 768020**

Local Authority Designated Officer (To report instances of abuse by those working with children, including volunteers) – Terry Pilliner, LADO@herefordshire.gov.uk **01432 260940 (260554)**

Child Line: **0800 1111**

NSPCC: **0808 800 5000**

FA Safeguarding Team- Safeguarding@TheFA.com **0845 210 8080**